

# EXHIBIT 8

## [Filed Under Seal]

Videotaped Deposition of

**Kim White**

October 30, 2020

Grae

vs.

Corrections Corporation of America, et al.

**Confidential Pursuant to Protective Order**

Kim White

<p>1 UNITED STATES DISTRICT COURT</p> <p>2 MIDDLE DISTRICT OF TENNESSEE</p> <p>3</p> <p>4 NIKKI BOLLINGER GRAE, Individually</p> <p>and on Behalf of All Others</p> <p>5 Similarly Situated,</p> <p>6 Plaintiff, Civil Action No.</p> <p>7 vs. 3:16-cv-02267</p> <p>8 CORRECTIONS CORPORATION OF</p> <p>AMERICA, ET AL.,</p> <p>9</p> <p>Defendants.</p> <p>10</p> <hr/> <p>11</p> <p>12 CONFIDENTIAL - PURSUANT TO PROTECTIVE ORDER</p> <p>13</p> <p>14 VIDEOTAPED DEPOSITION OF KIM WHITE</p> <p>15</p> <p>16 Conducted virtually via remote videoconference</p> <p>17 October 30, 2020</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23 Reported by:</p> <p>Misty Klapper, RMR, CRR</p> <p>24 Job No.: 10073533</p> <p>25</p>	<p>Page 1</p> <p>1 APPEARANCES:</p> <p>2 (ALL APPEARANCES VIA ZOOM REMOTE VIDEOCONFERENCE)</p> <p>3 ON BEHALF OF PLAINTIFF:</p> <p>4 CHRISTOPHER M. WOOD, ESQUIRE</p> <p>ROBBINS GELLER RUDMAN &amp; DOWD LLP</p> <p>5 414 Union Street, Suite 900</p> <p>Nashville, Tennessee 37219</p> <p>6 (615) 244-2203</p> <p>E-mail: cwood@rgrdlaw.com</p> <p>clyons@rgrdlaw.com</p> <p>7</p> <p>8</p> <p>ON BEHALF OF DEFENDANTS:</p> <p>9</p> <p>SARAH TOMKOWIAK, ESQUIRE</p> <p>10 LATHAM &amp; WATKINS, LLP</p> <p>555 Eleventh Street, N.W., Suite 1000</p> <p>11 Washington, D.C. 20004-1304</p> <p>(202) 637-2335</p> <p>12 E-mail: sarah.tomkowiak@lw.com</p> <p>13 AND</p> <p>14 MERYN C.N. GRANT, ESQUIRE</p> <p>LATHAM &amp; WATKINS, LLP</p> <p>15 355 South Grand Avenue, Suite 100</p> <p>Los Angeles, California 90071</p> <p>16 (213) 485-1234</p> <p>E-mail: meryn.grant@lw.com</p> <p>17</p> <p>18</p> <p>19 ALSO PRESENT: DAVID CAMPBELL, VIDEO OPERATOR</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
<p>Page 2</p> <p>1 UNITED STATES DISTRICT COURT</p> <p>2 MIDDLE DISTRICT OF TENNESSEE</p> <p>3</p> <p>4 NIKKI BOLLINGER GRAE, Individually</p> <p>and on Behalf of All Others</p> <p>5 Similarly Situated,</p> <p>6 Plaintiff, Civil Action No.</p> <p>7 vs. 3:16-cv-02267</p> <p>8 CORRECTIONS CORPORATION OF</p> <p>AMERICA, ET AL.,</p> <p>9</p> <p>Defendants.</p> <p>10</p> <hr/> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17 Videotaped deposition of KIM WHITE, taken on behalf of</p> <p>18 Plaintiff, via Zoom remote videoconference, beginning at</p> <p>19 9:04 a.m. CST on Friday, October 30, 2020, before Misty</p> <p>20 Klapper, RMR, CRR.</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>Page 3</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
	<p>Page 4</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>

<p>1 PROCEEDINGS</p> <p>2 VIDEO OPERATOR: The time on the</p> <p>3 record is 9:04 a.m. Central Time.</p> <p>4 Today's date is October 30, 2020. My</p> <p>5 name is David Campbell of Aptus Court</p> <p>6 Reporting. The court reporter today is</p> <p>7 Misty Klapper of Aptus Court Reporting,</p> <p>8 located at 600 West Broadway, Suite 300,</p> <p>9 San Diego, California, 92101.</p> <p>10 This begins the video-recorded</p> <p>11 deposition of Kim White, testifying in the</p> <p>12 matter of Nikki Bollinger Grae versus</p> <p>13 Corrections Corporation of America, et al.</p> <p>14 This is pending in the United States</p> <p>15 District Court, Middle District of</p> <p>16 Tennessee, Case Number 3:16-cv-02267.</p> <p>17 This is a remote Zoom video</p> <p>18 deposition. The audio and -- video and</p> <p>19 audio recordings will take place at all</p> <p>20 times during this deposition, unless all</p> <p>21 counsel agree to go off the record. The</p> <p>22 beginning and end of each video recording</p> <p>23 will be announced. All attorneys'</p> <p>24 appearances will be noted on the</p> <p>25 stenographic record.</p>	<p>Page 5</p> <p>1 A. So this year I've done two. One is</p> <p>2 mentoring and coaching a director at one of our</p> <p>3 residential reentry centers. The second is</p> <p>4 working on a refresh of the company's diversity,</p> <p>5 equity and inclusion strategy.</p> <p>6 Q. And how are you compensated for that</p> <p>7 work?</p> <p>8 A. I'm still salaried, based on the</p> <p>9 employment agreement I discussed during our first</p> <p>10 deposition.</p> <p>11 Q. And what's your current salary?</p> <p>12 A. It's 175K per year.</p> <p>13 Q. Is there an end date for that</p> <p>14 agreement?</p> <p>15 A. No, it's at the pleasure of the chief</p> <p>16 executive officer.</p> <p>17 Q. Okay. Have you ever testified as an</p> <p>18 expert witness?</p> <p>19 A. No, I've never been invited to do</p> <p>20 that before.</p> <p>21 Q. You've never been designated as an</p> <p>22 expert before?</p> <p>23 A. No, not for any testimony or court</p> <p>24 case.</p> <p>25 Q. Have you ever held yourself out to be</p>
<p>Page 6</p> <p>1 With that, will the court reporter</p> <p>2 please swear in the witness and we can</p> <p>3 proceed.</p> <p>4 MS. REPORTER: One moment.</p> <p>5 Whereupon:</p> <p>6 KIM WHITE,</p> <p>7 was called for examination, and, after being duly</p> <p>8 sworn, was examined and testified as follows:</p> <p>9 MS. REPORTER: Thank you very much.</p> <p>10 You may proceed.</p> <p>11 EXAMINATION BY COUNSEL FOR PLAINTIFF</p> <p>12 BY MR. WOOD:</p> <p>13 Q. Good morning, Ms. White.</p> <p>14 A. Good morning.</p> <p>15 Q. When -- at -- at your last deposition</p> <p>16 you testified that you were still working for</p> <p>17 CoreCivic.</p> <p>18 Is that still the case today?</p> <p>19 A. Yes, it is.</p> <p>20 Q. And I believe you previously</p> <p>21 testified that you were doing project-based work.</p> <p>22 Is that -- is that accurate?</p> <p>23 A. That is still accurate, yes.</p> <p>24 Q. And what types of projects have you</p> <p>25 done for CoreCivic this year?</p>	<p>Page 7</p> <p>1 an expert in a particular topic?</p> <p>2 A. Not for official purposes through any</p> <p>3 kind of litigation, no.</p> <p>4 Q. What about aside from litigation?</p> <p>5 A. I would consider myself, and have</p> <p>6 said so to people in my circle, that I'm an</p> <p>7 expert in correctional management.</p> <p>8 Q. And what do you mean by correctional</p> <p>9 management?</p> <p>10 A. I mean the leadership, oversight and</p> <p>11 guidance of facilities, regional offices and the</p> <p>12 industry as it relates to all of my professional</p> <p>13 experience.</p> <p>14 Q. You were the assistant director of</p> <p>15 human resources management at the BOP before</p> <p>16 coming to CCA, right?</p> <p>17 A. That is correct.</p> <p>18 Q. And during the time that you were</p> <p>19 with the BOP, you didn't have any interaction</p> <p>20 with anyone at CCA on a professional basis,</p> <p>21 right?</p> <p>22 A. That is true, yes.</p> <p>23 Q. And you didn't have any interaction</p> <p>24 with anyone at the -- the GEO Group on a</p> <p>25 professional basis either, right?</p>
	<p>Page 8</p>

<p>Page 9</p> <p>1 A. No, I did not.</p> <p>2 Q. Do you have -- so before -- before</p> <p>3 coming to CCA, did you have any understanding as</p> <p>4 to the -- the quality of the services that CCA</p> <p>5 offered?</p> <p>6 A. Through my executive experience with</p> <p>7 the Bureau of Prisons, we talked about the</p> <p>8 private sector as it related to the services it</p> <p>9 provided to the Bureau of Prisons. So I was</p> <p>10 familiar with the good things that were being</p> <p>11 done, the challenges that they faced and</p> <p>12 certainly what benefit we were getting from the</p> <p>13 services provided.</p> <p>14 Q. And would you consider -- did you</p> <p>15 believe that you had expertise as to private</p> <p>16 prisons before the time that you went to work at</p> <p>17 CCA?</p> <p>18 A. I believe that I had professional</p> <p>19 experience and understanding of private prisons,</p> <p>20 primarily because they're in the same industry as</p> <p>21 I was at the time. We discussed performance</p> <p>22 quite a bit and we also talked about the</p> <p>23 comparative benefits between us doing the role</p> <p>24 and the private sector doing the role.</p> <p>25 Q. And who did you have those</p>	<p>Page 11</p> <p>1 A. I'm not sure I understood the</p> <p>2 question.</p> <p>3 So let me say I had interactions with</p> <p>4 people who used to work for the Bureau of Prisons</p> <p>5 before who were still -- I would consider friends</p> <p>6 that went to work for CoreCivic, CCA, GEO, MTC</p> <p>7 and other private sector businesses. But that</p> <p>8 was all social, based on my relationships with</p> <p>9 them previously.</p> <p>10 Q. Right. While you were at the -- the</p> <p>11 BOP, you didn't have any responsibility for</p> <p>12 awarding contracts to private prisons, right?</p> <p>13 A. No, that was not in my capacity and</p> <p>14 area of -- area of responsibility. No, it was</p> <p>15 not.</p> <p>16 Q. And you weren't responsible for</p> <p>17 evaluating private prisons, right?</p> <p>18 A. Well, it depends on what you mean by</p> <p>19 evaluating. If it was for the purposes of</p> <p>20 contract awards, the answer is no.</p> <p>21 If it was for the purposes of</p> <p>22 efficacy and impact and suitability for services</p> <p>23 provided, the answer would be yes.</p> <p>24 Q. Okay. What -- what -- how were you</p> <p>25 responsible for overseeing the efficacy, impact</p>
<p>Page 10</p> <p>1 discussions with?</p> <p>2 A. Other members of the executive staff</p> <p>3 at the Bureau of Prisons. We discussed it with</p> <p>4 other state and local representatives when they</p> <p>5 were contemplating using those kind of services.</p> <p>6 And certainly I talked about it at Adult</p> <p>7 Correction Association conferences.</p> <p>8 So it was within the industry circle</p> <p>9 that I performed in.</p> <p>10 Q. And who specifically did you have</p> <p>11 those discussions with?</p> <p>12 A. Again, members of the executive team</p> <p>13 at the time, which would have included people</p> <p>14 like Harley Lappin, Bill Dalius, Mike Nalley,</p> <p>15 Sara Revell, VaNessa Adams, a number of people on</p> <p>16 the executive team, and other members outside of</p> <p>17 the Bureau of Prisons. I don't recall their</p> <p>18 names, but it was from other state entities, as</p> <p>19 well as other professionals within the circle of</p> <p>20 the Adult Corrections Association.</p> <p>21 Q. You didn't have any personal</p> <p>22 interaction, though, with anyone at CCA prior to</p> <p>23 the time that you went to work there, aside from</p> <p>24 any social relationships that you may have had,</p> <p>25 right?</p>	<p>Page 12</p> <p>1 and suitability of services provided by private</p> <p>2 prisons?</p> <p>3 A. As a member of the executive team, we</p> <p>4 discussed at our meetings institution operations,</p> <p>5 performance, quality assurance, a number of</p> <p>6 things, especially if there were incidents that</p> <p>7 occurred at those locations.</p> <p>8 So I would talk to a number of my</p> <p>9 colleagues and we would discuss how the</p> <p>10 facilities were doing. We would talk about sort</p> <p>11 of comparisons on what we viewed as being</p> <p>12 acceptable versus what we were seeing. And a lot</p> <p>13 of times we would also talk about does it still</p> <p>14 make sense to have this as a part of our</p> <p>15 portfolio or should we take the business back.</p> <p>16 So that was a fairly frequent</p> <p>17 conversation.</p> <p>18 Q. And who did you have those</p> <p>19 conversations with?</p> <p>20 A. With other executive staff members,</p> <p>21 some of which I mentioned. Others I've not</p> <p>22 named, but those members of the executive team</p> <p>23 during my tenure.</p> <p>24 Q. Well, who specifically do you recall</p> <p>25 having those conversations with?</p>

<p>Page 17</p> <p>1 private prison while you were at the BOP?</p> <p>2 A. No, I did not.</p> <p>3 Q. You were not responsible for deciding</p> <p>4 whether to renew a contract with a private</p> <p>5 prison, right?</p> <p>6 A. No, that was not my responsibility.</p> <p>7 Q. And you weren't responsible for</p> <p>8 deciding whether to rebid a contract either,</p> <p>9 right?</p> <p>10 A. Not directly, but if that was a point</p> <p>11 of discussion before the executive team, as a</p> <p>12 member of that team I would be involved in those</p> <p>13 discussions.</p> <p>14 Q. But you weren't responsible for the</p> <p>15 decision, right?</p> <p>16 A. I was not directly responsible for</p> <p>17 the decision, no.</p> <p>18 Q. And you weren't responsible for</p> <p>19 deciding whether to terminate the contract with a</p> <p>20 private prison?</p> <p>21 A. Again, I might be a -- a part of a</p> <p>22 conversation about it, but ultimately I was not</p> <p>23 responsible for that final decision.</p> <p>24 Q. Once you left the BOP and joined CCA,</p> <p>25 what information did you have at that point about</p>	<p>Page 19</p> <p>1 Q. -- you believe you still had the</p> <p>2 ability to evaluate how BOP facilities were</p> <p>3 operating, despite the fact that you no longer</p> <p>4 worked at the BOP?</p> <p>5 A. I believe so. And the time frame in</p> <p>6 which that separation occurred was 30 days. And</p> <p>7 so there was no loss of contact or memory to that</p> <p>8 point. And even after that, as I said, I stayed</p> <p>9 very in tuned (sic) with the organization I spent</p> <p>10 most of my adult life in. And also within the</p> <p>11 industry, we talked about trends, key indicators,</p> <p>12 any kind of major event or circumstance.</p> <p>13 So I -- I would say I stayed still</p> <p>14 very much in touch with what was going on in the</p> <p>15 agency that I loved.</p> <p>16 Q. Well, you had a cooling-off period</p> <p>17 after you left the BOP, right, when you joined</p> <p>18 CCA.</p> <p>19 Remember that?</p> <p>20 A. Yes, I did.</p> <p>21 Q. And you weren't supposed to be</p> <p>22 interacting with folks at the BOP during that</p> <p>23 cooling-off period, right?</p> <p>24 A. That is true, but that had some</p> <p>25 stipulations that did not include social</p>
<p>Page 18</p> <p>1 how BOP facilities were continuing to perform</p> <p>2 after you left the Bureau of Prisons?</p> <p>3 A. Well, I had my experiences, my direct</p> <p>4 involvement with and my knowledge of the outcomes</p> <p>5 of those that obviously I took with me into my</p> <p>6 new role.</p> <p>7 But everything from -- other than</p> <p>8 that would have been in conversations with my</p> <p>9 colleagues who still work for the Bureau of</p> <p>10 Prisons. And that -- that would have been pretty</p> <p>11 much it in respect to BOP operations at that</p> <p>12 point.</p> <p>13 Other than that, I continued to keep</p> <p>14 track of the industry, which included my beloved</p> <p>15 BOP, and I would read articles about what was</p> <p>16 happening. There was very little the BOP did</p> <p>17 that didn't hit the pages of many newspapers.</p> <p>18 We would talk collectively when we</p> <p>19 got together during ACA conferences. And I had</p> <p>20 the same level of knowledge about what was going</p> <p>21 on with the BOP as anybody who would leave their</p> <p>22 organization, but still stay within the industry.</p> <p>23 Q. So after you left BOP -- after you</p> <p>24 left the BOP and joined CCA in 2012 --</p> <p>25 A. Yes.</p>	<p>Page 20</p> <p>1 interactions or general conversations.</p> <p>2 Q. So -- okay. So you would just talk</p> <p>3 about -- okay.</p> <p>4 So in your social interactions you</p> <p>5 talked about the performance of the BOP?</p> <p>6 A. In some circumstances I certainly</p> <p>7 did. I would ask how things were doing, if they</p> <p>8 were -- if my friends were frustrated with</p> <p>9 something that was happening, they would vent.</p> <p>10 So, yeah, I still stayed in touch with kind of</p> <p>11 what was happening.</p> <p>12 The stipulations for the cooling-off</p> <p>13 period really was about having official meetings,</p> <p>14 conducting work, making any decisions along the</p> <p>15 lines of our CoreCivic or CCA business and the</p> <p>16 Bureau of Prisons. But that did not preclude me</p> <p>17 from having conversations about how people were</p> <p>18 doing, how things were going, those kinds of</p> <p>19 things.</p> <p>20 Q. You didn't have conversations with</p> <p>21 folks at the BOP in your professional capacity as</p> <p>22 a CCA employee?</p> <p>23 A. Not to -- not in an official capacity</p> <p>24 and certainly not to conduct business during that</p> <p>25 year cooling-off period. That is correct.</p>

<p>Page 21</p> <p>1 Q. Or what about after the year 2 cooling-off period?</p> <p>3 A. After the year sometimes we would 4 talk about -- for instance, I would reach back 5 out to the gentleman who replaced me to talk 6 about some of the HR challenges he was facing, 7 what he was doing about it. So we exchanged 8 common themes, some corrective actions, some 9 recommendations for improvement.</p> <p>10 So we would talk about those kind of 11 things and obviously the business side of it 12 would come up as well. So those are the kinds of 13 conversations I would say I spent the most time 14 in.</p> <p>15 Q. While you were at CCA, you weren't 16 responsible for hiring doctors, right?</p> <p>17 A. No, I was not.</p> <p>18 Q. And you weren't responsible for 19 evaluating the performance of doctors, right?</p> <p>20 A. No, that is correct.</p> <p>21 Q. And you weren't responsible for 22 hiring psychiatrists, right?</p> <p>23 A. No, I was not.</p> <p>24 Q. And you weren't responsible for 25 evaluating the performance of psychiatrists,</p>	<p>Page 23</p> <p>1 Q. And what do you mean by quality of 2 care standards?</p> <p>3 A. So I know that when inmates or 4 detainees or residents come to our facilities, 5 there is a certain time frame in which an intake 6 screening should be done.</p> <p>7 I know when physicals are supposed to 8 be accomplished.</p> <p>9 I know how quickly physicians and 10 nurses are supposed to respond to chronic care 11 clinics.</p> <p>12 I also know about what time dentists 13 are supposed to see patients in respect to 14 periodic dental care.</p> <p>15 So those are the kinds of things that 16 I am aware of as an executive leader and somebody 17 who was a warden at a facility who had oversight 18 for these areas.</p> <p>19 So while I'm not a physician and I'm 20 not a dentist, I do know the standards by which 21 they are governed and -- and responsible for 22 ensuring that I -- when I was a warden, at least, 23 that I tracked and monitored those standards to 24 make sure the quality of care was being 25 delivered.</p>
<p>Page 22</p> <p>1 right?</p> <p>2 A. No, I was not.</p> <p>3 Q. You weren't responsible for hiring or 4 evaluating dentists at CCA, right?</p> <p>5 A. That is correct.</p> <p>6 Q. And you weren't responsible for 7 hiring or evaluating nurse practitioners; is that 8 right?</p> <p>9 A. That is correct.</p> <p>10 Q. And you weren't responsible for 11 hiring or evaluating outsourced medical care 12 either, right?</p> <p>13 A. That is -- that is correct as well.</p> <p>14 Q. And you're not -- you're not a 15 medical expert, right?</p> <p>16 A. No, I'm not.</p> <p>17 Q. And you're not a doctor, right?</p> <p>18 A. No, I'm not a doctor.</p> <p>19 Q. And you're not in a position to 20 provide expert testimony about the quality of 21 CCA's medical care, right?</p> <p>22 A. I think I can provide expertise on 23 the quality of care standards that we evaluate, 24 what we expect as leaders. I -- I can attest to 25 that.</p>	<p>Page 24</p> <p>1 Q. Those standards are standards that 2 will be written in the contract for a specific 3 facility?</p> <p>4 A. Some of the standards would be 5 written into the contract. Many of them are 6 written into our policies or are under external 7 regulating bodies that we still need to be aware 8 of. So there are a variety of sources of 9 standards within and beyond the contract.</p> <p>10 Q. Well, is it your testimony that -- 11 that -- that if those -- that those standards are 12 synonymous with quality of care; in other words, 13 as long as those standards are being met that 14 quality of care is being delivered?</p> <p>15 A. I think the standards are an 16 indication of quality care, but not the beginning 17 and end of quality care.</p> <p>18 Q. Right. And so you -- you could 19 testify as to whether the standards are met, 20 right, but you're not in a position to testify 21 about whether quality of care was actually 22 provided to the specific facility?</p> <p>23 A. I believe that based on the key 24 indicators within the standards, what the 25 contract requires and just sound correctional</p>



<p style="text-align: right;">Page 25</p> <p>1 management, that I can attest to overall quality 2 of care. 3 Q. Well, if the BOP concluded that CCA's 4 actions contributed to the deaths of inmates, you 5 wouldn't be able to render an informed opinion 6 one way or another about whether that was 7 correct, right? 8 A. From a medical standpoint, no, I 9 would not. 10 Q. Right. Because you're not a medical 11 expert? 12 A. I'm not a physician, that is correct. 13 Q. Well, you're not a medical expert, 14 right? 15 A. I am not a medical expert, but I do 16 have expertise in the management of medical 17 departments, as health service administrators do, 18 as wardens do. That's the -- that's the 19 experience and expertise that I can offer. 20 Q. But you agree that managing a medical 21 department and providing quality medical care to 22 a specific human being are two different things, 23 right? 24 A. I -- I believe they're hand in hand. 25 Q. Okay. Did you have responsibility</p>	<p style="text-align: right;">Page 27</p> <p>1 know what exhibit number I'm supposed to mark 2 this as. Let's see -- 3 MS. REPORTER: 591. 4 MR. WOOD: Thank you. 5 All right. We're going to mark this 6 as 591. 7 (Thereupon, White Exhibit 8 Number 591 was marked for 9 identification.) 10 BY MR. WOOD: 11 Q. And Ms. White, have you seen this 12 document before? 13 A. Yes, I saw this yesterday. 14 Q. Okay. Do you recall if you had seen 15 it before yesterday? 16 A. I don't believe so, no. 17 Q. Okay. You see on page 7 there's a 18 section entitled Kim White. 19 A. Yes, I see that. 20 Q. Okay. And on -- and it goes onto 21 page 8, right? 22 A. Yes, it does. 23 Q. Okay. So under Summary of Facts and 24 Opinions on page 8, the -- the first line reads, 25 Ms. White may testify that CoreCivic's</p>
<p style="text-align: right;">Page 26</p> <p>1 for staffing patterns while you were at the BOP? 2 A. I -- when I was in human resources, I 3 had responsibility for what the BOP called 4 staffing guidelines. And those were 5 collaboratively created for each department and 6 encapsulated in the human resource manual. So 7 that -- for the three years I was in HR -- was my 8 responsibility. 9 Q. Did you have responsibility for 10 developing staffing patterns at private prisons 11 while you were at the BOP? 12 A. I did not. 13 Q. Why don't we turn to -- 14 MR. WOOD: Can we put tab 4 in 15 the -- the chat, please. 16 BY MR. WOOD: 17 Q. And Ms. White, hopefully this will 18 work. We don't have a ton of documents to go 19 through today, but I'd like to see if you can 20 pull up that document and you can let me know 21 once you've had an opportunity to -- to do that. 22 A. Yeah, the defendants' disclosure? 23 Q. Yes. 24 A. Okay. I can see it. 25 Q. Great. And I'm going to make sure I</p>	<p style="text-align: right;">Page 28</p> <p>1 operational performance was similar to and 2 compared favorably with the BOP's operational 3 performance in the areas of correctional facility 4 management, oversight, staffing, security and 5 related policies and procedures. 6 Do you see that? 7 A. I do. 8 Q. Now, do you have an opinion as to 9 whether or not CoreCivic's operational 10 performance was similar to and compared favorably 11 with the BOP's operational performance in the 12 areas of correctional facility management, 13 oversight, staffing, security and related 14 policies and procedures? 15 A. I believe I do. 16 Q. And what is your opinion? 17 A. My opinion is CoreCivic and the 18 Bureau of Prisons, as well as other partners that 19 we worked with, have similar -- similar 20 attributes, similar challenges, similar outcomes 21 when it relates to oversight, staffing, security 22 and all of the related policies and procedures 23 that are listed here sort of generally. 24 Q. What about when it comes to specific 25 facilities?</p>



<p style="text-align: right;">Page 29</p> <p>1 A. I would say that's across the board, 2 not specific to just the BOP, but to the U.S. 3 Marshals, to immigration facilities, to all of 4 the state partners we have. And even as we 5 developed beyond 2016 when we branched into 6 halfway houses, I believe that within the 7 industry we function very similarly. 8 Q. But you're not making a comparison as 9 to a specific facility in terms of saying all 10 facilities run by CoreCivic are all similar in 11 these areas to all BOP facilities? 12 A. Oh, I can say generally overall that 13 statement is absolutely true based on my 14 experience and expertise. 15 Q. That all facilities run by CoreCivic 16 are all similar to all facilities run by the BOP? 17 A. Overall I absolutely agree with that 18 statement. 19 Q. So the security, for example, at a 20 low security facility run by CoreCivic is going 21 to be the same as security at a high security 22 facility run by the BOP? 23 A. No. I believe that a low security 24 facility run by CoreCivic would be the same as a 25 low security facility operated by the BOP.</p>	<p style="text-align: right;">Page 31</p> <p>1 exclusively or almost exclusively criminal 2 aliens, right? 3 A. Yes, that is correct. 4 Q. So -- 5 A. Would you like me to stay here or go 6 back to picture? 7 Q. I'm sorry? 8 A. Would you like me to stay here or go 9 back to the picture? 10 Q. Oh, you mean the exhibit? 11 A. Yeah. I was going to say would you 12 like me -- like to see my lovely face again or 13 would you like me to stay with the exhibit? 14 Q. Well, I can see everyone on my 15 screen. 16 A. Oh, okay. All right. 17 Q. So let -- in -- in terms of the 18 operational performance of BOP -- of the BOP and 19 whether it was similar to CoreCivic, what facts 20 and data did you rely on in forming the opinion 21 that BOP's operational performance was similar to 22 CoreCivic's? 23 A. That was specifically based on my 24 experience as -- as a warden at facilities that 25 were similar, as a regional director with</p>
<p style="text-align: right;">Page 30</p> <p>1 Q. And which -- which low security 2 facilities were operated by the BOP? 3 A. Oh, goodness, there were quite a few. 4 I would have to look at a list, but there were 5 well over 27 low security facilities in the BOP 6 that were comparable to our low security 7 facilities within CoreCivic. 8 Q. Were there facilities at the BOP 9 that -- that housed criminal aliens starting in 10 2012? 11 A. Yes. 12 Q. And which ones? 13 A. Not -- not exclusively, but certainly 14 there were facilities that did have criminal 15 aliens in them. They were not -- from what I 16 recall, they were not similar in status because 17 most of them had already been adjudicated and 18 they were serving time. And then once they 19 finished that time, they would be transferred to 20 a detention center. 21 So they were just at a different 22 juncture in their tenure when they were with the 23 Bureau of Prisons. 24 Q. But there weren't facilities at the 25 BOP, at least starting in 2012, that housed</p>	<p style="text-align: right;">Page 32</p> <p>1 oversight of over 30 facilities at various levels 2 that were similar. And that experience I took 3 with me into CoreCivic. That's not something 4 that you do a data dump on. So those kinds of 5 industry-specific expectations and operations are 6 similar and they typically don't change over 7 time. 8 So that's why I can say confidently 9 that a low security facility with the Bureau of 10 Prisons, with the state of Texas, with CoreCivic 11 are the same, because the industry standards are 12 the same for those kind of facilities. 13 Q. Were there any principles or methods 14 that you relied on in forming your opinion about 15 the similarity of CoreCivic and BOP facilities? 16 A. Beyond staying abreast of what the 17 industry standards were, looking at audit data 18 across the industry, especially when we had a 19 chance to do that at ACA conferences and other 20 industry-based conventions at that point, I would 21 look at any kind of report that was publicly 22 available because I would want to know how we 23 were doing versus the industry. And the only way 24 to do that is to make those kinds of comparisons. 25 But specifically recalling the types</p>

<p>Page 33</p> <p>1 of reports that I looked at might be a little</p> <p>2 difficult today. That was many years ago. But</p> <p>3 those are the kinds of things I would do to stay</p> <p>4 abreast of the industry.</p> <p>5 Q. Well, when you say audit data across</p> <p>6 the industry, what specifically are -- are you</p> <p>7 referring to?</p> <p>8 A. So each agency within the industry of</p> <p>9 corrections does audits. Each agency, not only</p> <p>10 nationally but internationally, uses ACA as its</p> <p>11 accreditation standard.</p> <p>12 And so that data is publicly</p> <p>13 available. You can see accreditation scores. In</p> <p>14 some cases the -- the state facilities and other</p> <p>15 entities make their audit data public available.</p> <p>16 And certainly within our partner group we knew</p> <p>17 what audit outcomes and findings were in</p> <p>18 existence because much of that data is shared so</p> <p>19 that we can have lessons learned, we can identify</p> <p>20 key themes and trends and then we can also look</p> <p>21 for red flags when those kinds of circumstances</p> <p>22 happen within our facilities too.</p> <p>23 So that's what I mean by audit</p> <p>24 findings.</p> <p>25 Q. Anything aside from ACA data?</p>	<p>Page 35</p> <p>1 available publicly. But, for instance, the state</p> <p>2 of Tennessee, they make their audit data public.</p> <p>3 Has nothing to do with ACA. It's their own</p> <p>4 internal audit process. Georgia does the same</p> <p>5 thing. Texas does at some locations, not at</p> <p>6 others. So it's publicly available, but it's</p> <p>7 usually released by the partner or other state</p> <p>8 and local entities.</p> <p>9 And just as a correctional</p> <p>10 practitioner, it's good to look at what other</p> <p>11 people are doing to determine, again, whether or</p> <p>12 not there are vulnerabilities and weaknesses in</p> <p>13 your own operations or if there are some best</p> <p>14 practices that you can learn from that other</p> <p>15 organizations have discovered.</p> <p>16 Q. So in terms of comparing CoreCivic's</p> <p>17 performance to the BOP, you wouldn't be looking</p> <p>18 at the BOP's internal audits because those</p> <p>19 weren't publicly available, right?</p> <p>20 A. That is correct.</p> <p>21 Q. You would look at the ACA audits</p> <p>22 conducted of CCA's BOP facilities; is that right?</p> <p>23 A. Oh, absolutely. Yes.</p> <p>24 Q. And are you aware of instances where</p> <p>25 CCA was accused of falsifying information to the</p>
<p>Page 34</p> <p>1 A. And various audit findings. That was</p> <p>2 really about what was available to me at the</p> <p>3 time.</p> <p>4 Q. I'm sorry, is -- is the various audit</p> <p>5 findings separate from ACA data?</p> <p>6 A. Yes, it is.</p> <p>7 Q. Okay. And -- and -- and what do you</p> <p>8 mean by various audit findings?</p> <p>9 A. So as I mentioned, a lot of our</p> <p>10 partners do their own audits. They also, as we</p> <p>11 did, celebrate when the ACA audits were very</p> <p>12 favorable, as many of them were for us.</p> <p>13 So it's that kind of publicly</p> <p>14 available data that we would use, that I</p> <p>15 personally would use, to make those kind of</p> <p>16 comparisons, if you will, on how we were doing,</p> <p>17 how our partners were doing and how that</p> <p>18 wonderful agency I worked for, the BOP, was</p> <p>19 doing.</p> <p>20 Q. I'm sorry, I'm just still not clear</p> <p>21 specifically which audit data you're referring to</p> <p>22 aside from ACA audits.</p> <p>23 Is it internal audits conducted by</p> <p>24 the Bureau of Prisons?</p> <p>25 A. Not those. Those are not readily</p>	<p>Page 36</p> <p>1 ACA?</p> <p>2 A. I don't have any recollection or</p> <p>3 memory of that ever occurring.</p> <p>4 Q. And would that be something that</p> <p>5 would be of concern to you?</p> <p>6 MS. TOMKOWIAK: Objection.</p> <p>7 THE WITNESS: I -- anytime there is</p> <p>8 evidence or accusations of falsification,</p> <p>9 I would obviously be concerned. I know</p> <p>10 our organization would fully investigate.</p> <p>11 And, if substantiated, there would be</p> <p>12 swift and appropriate action taken.</p> <p>13 BY MR. WOOD:</p> <p>14 Q. Because if CCA was falsifying</p> <p>15 information to the ACA, then that audit report</p> <p>16 wouldn't be reliable, right?</p> <p>17 MS. TOMKOWIAK: Objection.</p> <p>18 THE WITNESS: I would say whatever</p> <p>19 the falsification was associated with</p> <p>20 would be suspect, not, perhaps, the entire</p> <p>21 report, but certainly the areas that were</p> <p>22 proven to be falsified.</p> <p>23 BY MR. WOOD:</p> <p>24 Q. The ACA didn't audit BOP facilities,</p> <p>25 right?</p>

<p>Page 37</p> <p>1 A. Oh, they did.</p> <p>2 Q. And did you review the ACA audits for</p> <p>3 BOP facilities between 2012 and 2016?</p> <p>4 A. I don't believe I had any audits</p> <p>5 through ACA that I had access to. Obviously, we</p> <p>6 knew which facilities were being audited and</p> <p>7 awarded because that happens -- the award process</p> <p>8 at least happens at ACA conferences.</p> <p>9 Q. The awards to BOP facilities?</p> <p>10 A. The ACA reaccreditation or</p> <p>11 accreditation absolutely would be awarded at</p> <p>12 those conferences just as they would be for</p> <p>13 CoreCivic, other states, countries, anybody who</p> <p>14 had accreditation for their facilities.</p> <p>15 Q. So you knew which facilities were</p> <p>16 being audited, but you didn't have access to the</p> <p>17 audits for BOP facilities?</p> <p>18 A. No, not generally. Unless they were</p> <p>19 provided by a friend or associate, there would</p> <p>20 really be no way for me to know. And through</p> <p>21 those four years, I didn't have access, nor did I</p> <p>22 ask for those reports from any of my former</p> <p>23 colleagues.</p> <p>24 Q. Why would a friend be providing you</p> <p>25 with an internal audit from a BOP facility?</p>	<p>Page 39</p> <p>1 BY MR. WOOD:</p> <p>2 Q. If we turn back to the exhibit, the</p> <p>3 last clause in that first sentence under Summary</p> <p>4 of Facts and Opinions says related policies and</p> <p>5 procedures. And do you know what that refers to?</p> <p>6 A. I believe it would refer to those</p> <p>7 policies and procedures that are identical,</p> <p>8 irrespective of the agency.</p> <p>9 Q. And what do you mean by that?</p> <p>10 A. So if there is a policy that the</p> <p>11 Bureau of Prisons required us to follow, that</p> <p>12 policy would be identical. The procedures</p> <p>13 between the Bureau of Prisons and CoreCivic are</p> <p>14 very, very similar because in the industry there</p> <p>15 are standards of -- there are standard procedures</p> <p>16 and practices that you have to adhere to just to</p> <p>17 make sure you have safe and secure facilities.</p> <p>18 When it comes to medical, there are</p> <p>19 requirements that the Bureau of Prisons must</p> <p>20 follow in order to meet community standards.</p> <p>21 Those are the same community standards that</p> <p>22 CoreCivic or CCA are responsible for. And in</p> <p>23 many cases, those policies and procedures are the</p> <p>24 same, irrespective of the company or organization</p> <p>25 you're talking about, because it's standard to</p>
<p>Page 38</p> <p>1 A. Not an internal audit. The ACA audit</p> <p>2 is a little bit different, but there have been</p> <p>3 occasions, not for me, but for others, where</p> <p>4 their friends have provided those kind of</p> <p>5 reports. It's usually just to brag. It's not</p> <p>6 necessarily to unveil dirty laundry, but it's to</p> <p>7 showcase when a facility does really good.</p> <p>8 Q. And do you know if there are any</p> <p>9 confidentiality rules that apply to those --</p> <p>10 those ACA audits?</p> <p>11 A. I don't know. I could certainly look</p> <p>12 that up, but I really don't know.</p> <p>13 Q. So you don't know if any friends that</p> <p>14 were providing you with ACA audit materials were</p> <p>15 violating any confidentiality obligations?</p> <p>16 MS. TOMKOWIAK: Objection,</p> <p>17 mischaracterizes her testimony.</p> <p>18 THE WITNESS: I did not get any</p> <p>19 reports that way. But, as I said, if they</p> <p>20 were to be garnered through any process,</p> <p>21 it would usually be through former</p> <p>22 colleagues.</p> <p>23 MS. REPORTER: One moment.</p> <p>24 Thank you.</p> <p>25</p>	<p>Page 40</p> <p>1 the industry.</p> <p>2 So that's -- that's what I mean.</p> <p>3 Q. Are there any specific policies and</p> <p>4 procedures that -- that you can think of?</p> <p>5 A. Well, there was one. I don't know if</p> <p>6 it's still in effect, but during this time it was</p> <p>7 the duty officer policy that the Bureau of</p> <p>8 Prisons had -- has is very similar to what</p> <p>9 CoreCivic utilized. Escort procedures that the</p> <p>10 Bureau of Prisons follows, very, very similar for</p> <p>11 CoreCivic. Food safety that Bureau of Prisons</p> <p>12 has, very, very similar for CoreCivic.</p> <p>13 The same thing with HR-related</p> <p>14 practices, very similar between the organizations</p> <p>15 because there's really not a whole lot new under</p> <p>16 the sun when it comes to that. And the nuances</p> <p>17 are different based on sort of the origination of</p> <p>18 the policy, not necessarily because the</p> <p>19 differences in organization.</p> <p>20 So policies can be related, but not</p> <p>21 identical. And so in the practice of</p> <p>22 corrections, there are a number of related</p> <p>23 policies across the industry that would look</p> <p>24 almost identical if you were to lay them side by</p> <p>25 side.</p>

<p>Page 41</p> <p>1 Q. In terms of staffing, there are</p> <p>2 differences in how CCA's BOP facilities were</p> <p>3 staffed versus BOP facilities, right?</p> <p>4 A. In the types of positions a little</p> <p>5 difference in the numbers. That was more</p> <p>6 indicative of the facility footprint, less about</p> <p>7 the BOP versus CoreCivic.</p> <p>8 So it's really hard to compare</p> <p>9 because you have to look at a variety of things,</p> <p>10 other than just the numbers.</p> <p>11 Q. It -- it -- it's the case, right,</p> <p>12 that BOP correctional officers were paid more</p> <p>13 than CCA correctional officers, right?</p> <p>14 A. That is correct. In some</p> <p>15 circumstances they were more closely aligned in</p> <p>16 certain parts of the country, further apart in</p> <p>17 other parts of the country.</p> <p>18 Q. Well, as a general matter, right, the</p> <p>19 CCA correctional officers were paid less, right?</p> <p>20 A. Generally CCA pay for correctional</p> <p>21 officers was closer to state-run operations</p> <p>22 versus the BOP.</p> <p>23 Q. Have you ever done any analysis to</p> <p>24 determine whether the lower pay of CCA</p> <p>25 correctional officers at BOP facilities versus</p>	<p>Page 43</p> <p>1 to attract people to work in those positions.</p> <p>2 Q. Did CCA have a higher turnover in</p> <p>3 terms of facility employees than the BOP?</p> <p>4 A. It really depended on the location.</p> <p>5 There are certain locations in the Bureau of</p> <p>6 Prisons that had exceedingly high turnover.</p> <p>7 Those tended to be in the more urban areas. And</p> <p>8 there were facilities in CoreCivic that had</p> <p>9 nearly zero turnover in areas primarily because,</p> <p>10 again, the job market, sometimes leadership. But</p> <p>11 more often than not, if there was a labor force</p> <p>12 or a labor market that was challenging, it would</p> <p>13 be challenging for the partner as well as it</p> <p>14 would be for us.</p> <p>15 Q. Well, CCA had challenges in -- in --</p> <p>16 in retaining employees at some of its BOP</p> <p>17 facilities, right?</p> <p>18 A. We had challenges in retaining</p> <p>19 employees at the BOP in the state of Georgia,</p> <p>20 Tennessee, Colorado and Oklahoma. Those were the</p> <p>21 kind of six markets where we were struggling.</p> <p>22 And a lot of it had to do with the -- the market</p> <p>23 of those locations.</p> <p>24 Q. And, I'm sorry, when you say the BOP</p> <p>25 and the states of Georgia, Tennessee, Colorado</p>
<p>Page 42</p> <p>1 the BOP impacted the way that those facilities</p> <p>2 performed?</p> <p>3 A. We periodically do labor force</p> <p>4 analyses to look at a number of things. Pay</p> <p>5 happens to be one of them. But what we look at</p> <p>6 beyond comparing one agency to another is what's</p> <p>7 happening in the labor market; what does the</p> <p>8 Bureau of Labor Statistics provide in respect to</p> <p>9 kind of across the United States -- United States</p> <p>10 comparison; what is the minimum wage for that</p> <p>11 location; how does it compare to other</p> <p>12 organizations or companies within that area. And</p> <p>13 then retention rate is evaluated -- what do you</p> <p>14 call it -- applicant flow is looked at.</p> <p>15 So there are a number of things that</p> <p>16 we look at beyond just the pay-for-pay</p> <p>17 comparison.</p> <p>18 Q. Right. My -- my question was whether</p> <p>19 you ever analyzed whether the differential in pay</p> <p>20 between CCA and the BOP impacted the quality of</p> <p>21 the services provided at a facility.</p> <p>22 A. I don't know that we did that kind of</p> <p>23 very specific target analysis, but I do know that</p> <p>24 we looked at a variety of different variables</p> <p>25 when it came to pay and retention and our ability</p>	<p>Page 44</p> <p>1 and Oklahoma, those are separate areas, right?</p> <p>2 A. Those are state partners where</p> <p>3 CoreCivic is responsible for the facility and the</p> <p>4 offenders.</p> <p>5 Q. In addition to challenges retaining</p> <p>6 employees at BOP facilities, right?</p> <p>7 A. Correct. That -- that is in addition</p> <p>8 to.</p> <p>9 Q. Okay. And what analysis did you do,</p> <p>10 if any, to determine whether the challenges that</p> <p>11 CCA had in retaining employees at its BOP</p> <p>12 facilities impacted the performance of those</p> <p>13 facilities?</p> <p>14 A. Well, we would look at quality</p> <p>15 assurance reports. We would look at the number</p> <p>16 of grievances that might be filed. We would look</p> <p>17 at inmate grievances, because many times when you</p> <p>18 have turnover and other issues, that tends to</p> <p>19 impact operational exhaustion.</p> <p>20 We would look at the -- the number of</p> <p>21 injuries that might have been occurring at that</p> <p>22 facility. And those are just a few of the items</p> <p>23 that we would look at. We'd also look at</p> <p>24 turnover. We would look at the number of</p> <p>25 candidates we were hiring, when they were leaving</p>



<p style="text-align: right;">Page 81</p> <p>1 difficulty retaining people, which indicates to</p> <p>2 me that the issue is less about pay and it's more</p> <p>3 about the employee value proposition, the total</p> <p>4 employee value proposition, and pay is one of</p> <p>5 those issues.</p> <p>6 Q. And how did you reach that</p> <p>7 conclusion?</p> <p>8 A. Well, I didn't reach that conclusion</p> <p>9 independently. There have been studies, not only</p> <p>10 by adult -- ACA, but within the realm of human</p> <p>11 resources in the industry conferences that I go</p> <p>12 to, where they talk about -- they, meaning the</p> <p>13 experts, talk about what attracts people to jobs,</p> <p>14 what allows them to stay and what draws them</p> <p>15 away.</p> <p>16 So we did our own research. We</p> <p>17 utilized -- I can't remember the company we used.</p> <p>18 David Churchill would be able to remind me of</p> <p>19 that. But we actually used an external company</p> <p>20 for ourselves to determine what the key factors</p> <p>21 were with keeping people and losing people.</p> <p>22 And I know from talking to my</p> <p>23 predecessor -- I'm -- I'm sorry, my successor</p> <p>24 that they had done their own research within</p> <p>25 human resources to determine what the key drivers</p>	<p style="text-align: right;">Page 83</p> <p>1 Q. So you received a copy of the</p> <p>2 conclusions of the research from the BOP that was</p> <p>3 finished after you left?</p> <p>4 A. I did not receive a report, but I had</p> <p>5 a conversation with Dan Joslin, my successor,</p> <p>6 about it, and he shared those key themes with me,</p> <p>7 which were not inconsistent with what we had</p> <p>8 found and what industry leaders in HR had been</p> <p>9 reporting on for those years and continuing into</p> <p>10 today.</p> <p>11 Q. So you don't actually know what that</p> <p>12 report says beyond the conversation that you had</p> <p>13 with your successor?</p> <p>14 A. Did I lay my eyes on the report? No.</p> <p>15 Do I trust what information I was</p> <p>16 provided? I absolutely do.</p> <p>17 Q. Which wardens did you talk to at the</p> <p>18 BOP who told you that the BOP was having problems</p> <p>19 with staffing between 2014 and 2016?</p> <p>20 A. Oh, goodness. I don't remember the</p> <p>21 individuals by name, but they were at a variety</p> <p>22 of locations. And typically, those conversations</p> <p>23 were during the conferences, the Adult Correction</p> <p>24 Association conferences. Those are kind of like</p> <p>25 almost reunions, where people from various former</p>
<p style="text-align: right;">Page 82</p> <p>1 were with turnover within the Bureau of Prisons,</p> <p>2 as well as what worked to attract people in the</p> <p>3 BOP.</p> <p>4 Some of that research was done during</p> <p>5 my tenure. It was concluded after I left.</p> <p>6 Q. And do you know what that research</p> <p>7 showed?</p> <p>8 A. That engagement is a huge factor when</p> <p>9 it comes to keeping people once they've been</p> <p>10 hired. And that pay is a key factor, but pay is</p> <p>11 not a surprise to people when they join</p> <p>12 companies. They know what the pay is when they</p> <p>13 sign the agreement.</p> <p>14 So it's not something that</p> <p>15 necessarily detracts people from staying at work.</p> <p>16 It's how they're treated. It's whether or not</p> <p>17 they feel their work is valuable. It's whether</p> <p>18 or not it aligns with their lifestyle.</p> <p>19 If it's flexible, it might be better</p> <p>20 for them. If it's not, then that's going to be a</p> <p>21 distraction. Also, what the labor force is doing</p> <p>22 generally has a big influence.</p> <p>23 But engagement, actually, was a far</p> <p>24 bigger indicator or predictor of whether or not</p> <p>25 people stayed with the company over pay.</p>	<p style="text-align: right;">Page 84</p> <p>1 backgrounds and locations talk about those</p> <p>2 things.</p> <p>3 But I don't remember specifically the</p> <p>4 names of the individuals I talked to. That was</p> <p>5 many, many years ago now.</p> <p>6 Q. You -- you can't remember the names</p> <p>7 of a single individual who told you that the BOP</p> <p>8 was struggling with staffing in -- between 2014</p> <p>9 and 2016?</p> <p>10 A. I can recall Sara Revell. Sara was a</p> <p>11 regional director, but she had been appointed</p> <p>12 from a warden position. Dan Joslin I already</p> <p>13 mentioned. Oh, goodness, let me think.</p> <p>14 There were a couple in Florida.</p> <p>15 There were -- Mike Nalley is a good example. He</p> <p>16 wasn't a warden at the time, but he was in</p> <p>17 contact with many in his area.</p> <p>18 And like I said, when I go to the</p> <p>19 conferences, I'm not jotting down the names of</p> <p>20 everybody that I meet and talk to, but there are</p> <p>21 usually 20-plus, 30 wardens at that conference</p> <p>22 twice a year and we always talk and catch up.</p> <p>23 And this was a pervasive challenge for them,</p> <p>24 as -- as it was for us.</p> <p>25 So that's -- that's where I draw my</p>

<p style="text-align: right;">Page 85</p> <p>1 conclusions from.</p> <p>2 Q. So Ms. Revel told you that the BOP</p> <p>3 was having a pervasive problem with staffing</p> <p>4 between 2014 and 2016?</p> <p>5 A. Certainly in medical --</p> <p>6 MS. TOMKOWIAK: Objection.</p> <p>7 THE WITNESS: Oh, sorry.</p> <p>8 MS. TOMKOWIAK: That's okay. Go</p> <p>9 ahead.</p> <p>10 THE WITNESS: Okay.</p> <p>11 Certainly at certain locations.</p> <p>12 Definitely in medical. But, yes, she was</p> <p>13 experiencing it within her own region.</p> <p>14 BY MR. WOOD:</p> <p>15 Q. And Mr. Joslin told you the same</p> <p>16 thing, right?</p> <p>17 A. Yes. Mr. Joslin was the head of HR</p> <p>18 and he was responsible for coming up with some</p> <p>19 key strategies to help combat some of those</p> <p>20 challenges.</p> <p>21 Q. Aside from conversations with these</p> <p>22 individuals, what other insight did you have into</p> <p>23 the BOP's struggles with staffing between 2014</p> <p>24 and 2016?</p> <p>25 A. Well, there were a number of</p>	<p style="text-align: right;">Page 87</p> <p>1 on their public website.</p> <p>2 There were a number of articles that</p> <p>3 I read specifically relative to locations in</p> <p>4 Texas, for instance. Oh, my goodness. The</p> <p>5 Carswell facility, which is a federal medical</p> <p>6 center, there were local articles about staffing</p> <p>7 shortages.</p> <p>8 The same in Louisiana. The same in</p> <p>9 New York, primarily because of the two detention</p> <p>10 centers there. There was a lot of coverage about</p> <p>11 those facilities.</p> <p>12 Q. I was just asking if you could recall</p> <p>13 any specific articles or reports that you relied</p> <p>14 on in forming that opinion.</p> <p>15 A. Well, I mentioned the OIG report. I</p> <p>16 think that's specific.</p> <p>17 The article, specifically who wrote</p> <p>18 it, what the title was and what city, I don't</p> <p>19 recall that.</p> <p>20 Q. I want to ask you about a document</p> <p>21 that we looked at last time.</p> <p>22 MR. WOOD: It's -- it's tab</p> <p>23 number 3, if we want to put that in the</p> <p>24 chat.</p> <p>25 It was previously marked as</p>
<p style="text-align: right;">Page 86</p> <p>1 articles. And within those articles within the</p> <p>2 industry universe, there were congressmen and</p> <p>3 women who were asking questions about staffing.</p> <p>4 I know there was an OIG investigation that I</p> <p>5 actually read about medical staffing for the</p> <p>6 Bureau of Prisons that wasn't very complimentary.</p> <p>7 And there were other articles and</p> <p>8 reports that I've read from other partners who</p> <p>9 were also struggling with it from the U.S.</p> <p>10 Marshals, to immigration and customs enforcement.</p> <p>11 The state of Tennessee was struggling. The state</p> <p>12 of Georgia it got so bad they had to lock down</p> <p>13 facilities because they didn't have enough staff</p> <p>14 to operate the locations. Same thing in</p> <p>15 Oklahoma.</p> <p>16 So there were a number of reports</p> <p>17 circulating, a number of articles about this, as</p> <p>18 there were in other industries because everybody</p> <p>19 was struggling with the same challenge.</p> <p>20 Q. Can you recall any specific articles</p> <p>21 on -- or reports that you relied on in forming</p> <p>22 your conclusion?</p> <p>23 A. The Office of Inspector General</p> <p>24 report I mentioned about medical services in the</p> <p>25 Bureau of Prisons is one in particular. That's</p>	<p style="text-align: right;">Page 88</p> <p>1 Exhibit 139.</p> <p>2 (Thereupon, White Exhibit</p> <p>3 Number 139, previously marked for</p> <p>4 identification, was referred to.)</p> <p>5 BY MR. WOOD:</p> <p>6 Q. If you want to pull that up,</p> <p>7 Ms. White, and let me know when you've had an</p> <p>8 opportunity to -- to do that.</p> <p>9 A. Yes, I see it.</p> <p>10 Q. If you want to just review</p> <p>11 Exhibit 139 and let me know when you're finished.</p> <p>12 A. Okay. I'm ready.</p> <p>13 Q. So your -- your E-mail in the bottom</p> <p>14 half of the page, you're -- you ask Mr. Vanyur,</p> <p>15 who -- I guess he must have been working at CCA</p> <p>16 in September 2016, right?</p> <p>17 A. He was a consultant working with CCA</p> <p>18 at that point.</p> <p>19 Q. Was -- and was he your former boss at</p> <p>20 the BOP?</p> <p>21 A. No, he was a former colleague.</p> <p>22 Q. Okay. He was in HR, right?</p> <p>23 A. He was the head of HR. That is where</p> <p>24 he ended his career with the Bureau of Prisons.</p> <p>25 Q. Okay. While you were there, he</p>



<p style="text-align: right;">Page 97</p> <p>1 partners we have.</p> <p>2 Q. I -- I'm just trying to understand</p> <p>3 what -- what your opinion is.</p> <p>4 So is your opinion that CoreCivic</p> <p>5 offers quality and cost effective operations</p> <p>6 to -- to every one of its partners?</p> <p>7 A. Absolutely.</p> <p>8 Q. And -- and -- and -- and same opinion</p> <p>9 specifically with respect to the BOP?</p> <p>10 A. Yes, I would agree with that</p> <p>11 statement.</p> <p>12 Q. And that's based on your experience</p> <p>13 at the BOP and your experience at CoreCivic?</p> <p>14 A. And also, when it comes to other</p> <p>15 partners, specifically to my experience with</p> <p>16 CoreCivic, absolutely.</p> <p>17 Q. Right. Because with other partners,</p> <p>18 you hadn't worked for them, right? So you</p> <p>19 wouldn't have experience with -- haven't worked</p> <p>20 for them. You wouldn't have direct experience as</p> <p>21 an employee, for example, with the state of</p> <p>22 California, right?</p> <p>23 A. That is correct. While I was with --</p> <p>24 within the Bureau of Prisons, I had very limited</p> <p>25 contact with anybody outside of the Bureau of</p>	<p style="text-align: right;">Page 99</p> <p>1 Q. Okay. So does -- does the fact that</p> <p>2 CCA was unable to renew the Adams and Eden</p> <p>3 contract -- contracts, at least partly based on</p> <p>4 cost, change your opinion about CCA's ability to</p> <p>5 offer cost effective services to the BOP?</p> <p>6 A. It does not.</p> <p>7 Q. And why not?</p> <p>8 A. I still believe that we offered the</p> <p>9 best services at the most cost effective price</p> <p>10 point, especially compared to what BOP costs were</p> <p>11 at that point. I simply believe that somebody</p> <p>12 was willing to do it for lower than what we were</p> <p>13 and still ensure quality services.</p> <p>14 Q. You've never worked for the GEO</p> <p>15 Group, right?</p> <p>16 A. No, I have not.</p> <p>17 Q. And have you had the opportunity to</p> <p>18 compare the services that the GEO Group provides</p> <p>19 to the BOP versus the services that CCA provides</p> <p>20 to the BOP?</p> <p>21 A. Not in an official research-based</p> <p>22 orientation, no, I have not.</p> <p>23 Q. And you understand that the GEO Group</p> <p>24 currently has a lot more contracts to operate</p> <p>25 correctional facilities with the BOP than CCA</p>
<p style="text-align: right;">Page 98</p> <p>1 Prisons.</p> <p>2 CoreCivic has obviously opened up</p> <p>3 that opportunity more as a partner, not as a</p> <p>4 direct employee of those jurisdictions though.</p> <p>5 Q. You testified previously that your</p> <p>6 understanding was that the BOP didn't renew the</p> <p>7 Adams and Eden facilities, in part, because of</p> <p>8 the -- the costs that CCA had proposed; is that</p> <p>9 fair?</p> <p>10 A. That is fair, yes.</p> <p>11 Q. So is it -- is it fair to say that</p> <p>12 CCA was not able to offer a cost effective</p> <p>13 proposal to the BOP to continue operating the</p> <p>14 Eden and Adams facilities?</p> <p>15 A. Certainly with the Adams facility,</p> <p>16 given what I've previously testified to, what the</p> <p>17 BOP wanted and what CoreCivic believed it could</p> <p>18 deliver when it came to the number of services</p> <p>19 for the number of inmates proposed, I think the</p> <p>20 BOP did not like our cost option.</p> <p>21 With Eden, I think they had some</p> <p>22 competitors who were offering a lower price. So</p> <p>23 I think that's what happens in business, the</p> <p>24 competition sometimes beats you out when it comes</p> <p>25 to the cost proposals that you put forward.</p>	<p style="text-align: right;">Page 100</p> <p>1 does, right?</p> <p>2 A. I will have to assume that that's</p> <p>3 true. I haven't been keeping up with their</p> <p>4 contract renewals. But given, I believe, we only</p> <p>5 have one facility still in our book of business,</p> <p>6 I would assume what you said is accurate.</p> <p>7 Q. Okay. During your -- and I -- I</p> <p>8 assume that you -- well, I -- I assume that</p> <p>9 you've read the transcript of your last</p> <p>10 deposition because you submitted an errata. So</p> <p>11 you -- I -- you -- you must have read that</p> <p>12 transcript, right?</p> <p>13 A. Oh, I did.</p> <p>14 Q. And did you read it in preparing for</p> <p>15 your deposition today?</p> <p>16 A. I did go back over it a couple of</p> <p>17 weeks ago just to refresh my memory about the</p> <p>18 substance of our conversation, yes.</p> <p>19 Q. And what else did you do to -- to</p> <p>20 prepare for your deposition today?</p> <p>21 A. I spent time with the attorneys that</p> <p>22 are on the line yesterday for a few hours, just</p> <p>23 to talk about aspects of this case again.</p> <p>24 Q. Anything else that you did, aside</p> <p>25 from spending a few hours with your attorneys</p>

<p style="text-align: right;">Page 101</p> <p>1 yesterday?</p> <p>2 A. No.</p> <p>3 Q. Did you review any documents aside</p> <p>4 from the transcript of your prior deposition?</p> <p>5 A. I reviewed the subpoena. I reviewed</p> <p>6 the -- it's a declaration or disclosures.</p> <p>7 Q. The ones that we've been looking at?</p> <p>8 A. Yes. That -- that is the other</p> <p>9 document I reviewed yesterday.</p> <p>10 Q. Okay. And any other documents?</p> <p>11 A. No, that's it.</p> <p>12 Q. Okay. So at -- at your last</p> <p>13 deposition, we talked about the BOP or the OIG</p> <p>14 doing things potentially for political reasons.</p> <p>15 That was at the end of your testimony.</p> <p>16 Do you remember -- do you remember</p> <p>17 that?</p> <p>18 A. I do.</p> <p>19 Q. And -- and is it -- it's fair to say</p> <p>20 that you don't know whether any actions were</p> <p>21 taken by the BOP -- I mean -- I'm sorry -- by the</p> <p>22 OIG with respect to CCA for political reasons,</p> <p>23 right?</p> <p>24 A. No, I do not. I believe I stated a</p> <p>25 personal opinion and qualified it as such.</p>	<p style="text-align: right;">Page 103</p> <p>1 experience, where a particular person associated</p> <p>2 with a particular political party has rendered</p> <p>3 some issues and which resulted in policy changes.</p> <p>4 Q. Well, do you recall that the --</p> <p>5 the -- the Prison Rape Elimination Act had</p> <p>6 bipartisan congressional sponsors?</p> <p>7 A. I don't recall. Yeah, I don't</p> <p>8 remember that one, who the parties were involved</p> <p>9 specifically on that one.</p> <p>10 Q. Do -- do you remember the -- that the</p> <p>11 Prison Rape Elimination Act passed by unanimous</p> <p>12 consent in both the House and the Senate in 2003?</p> <p>13 A. No, I don't, but I -- I'm assuming</p> <p>14 you have the record. So if that's the case, then</p> <p>15 I would have to agree with that.</p> <p>16 Q. Well, I -- I did look it up. I --</p> <p>17 yeah.</p> <p>18 And so the -- and -- and -- and you</p> <p>19 agree that trying to reduce rape in prisons is --</p> <p>20 is obviously an important thing, right?</p> <p>21 A. I -- I wholeheartedly, unequivocally,</p> <p>22 without a doubt agree that that's a good thing</p> <p>23 for prisons. Absolutely.</p> <p>24 Q. And -- and, in fact, you testified</p> <p>25 previously that the Prison Rape Elimination Act</p>
<p style="text-align: right;">Page 102</p> <p>1 Q. Right. That's right.</p> <p>2 You -- you did testify, though,</p> <p>3 that -- that sometimes policy decisions can</p> <p>4 happen for political reasons. I think an example</p> <p>5 you gave was the Prison Rape Elimination Act.</p> <p>6 Do you remember that?</p> <p>7 A. I do.</p> <p>8 Q. And I think you said that that was</p> <p>9 clearly political, right?</p> <p>10 A. From my opinion and listening to</p> <p>11 others talk about how it evolved, it definitely</p> <p>12 came by way of activists, but I think my</p> <p>13 testimony also indicated that it improved our</p> <p>14 operations for the better.</p> <p>15 Q. Right. And so -- and by political,</p> <p>16 I -- you meant it was -- it was -- that was a</p> <p>17 policy that was proposed by politicians, right?</p> <p>18 A. That was a policy absolutely that was</p> <p>19 proposed by politicians.</p> <p>20 Q. And that -- that wasn't the policy</p> <p>21 that was proposed by one specific political</p> <p>22 party, right?</p> <p>23 A. I don't recall. I -- I can't</p> <p>24 remember the officials who were responsible for</p> <p>25 it. But there are occasions, at least in my</p>	<p style="text-align: right;">Page 104</p> <p>1 improved the -- improved your performance, right?</p> <p>2 A. I think it improved the industry's</p> <p>3 performance without a doubt.</p> <p>4 Q. And so -- and so that's -- that's an</p> <p>5 example of something being political, but, at the</p> <p>6 same time trying to address an important issue</p> <p>7 and -- and improving performance in the industry,</p> <p>8 right?</p> <p>9 A. Oh, I -- I agree with that.</p> <p>10 Q. Okay. I just wanted to make sure I</p> <p>11 was clear on your testimony.</p> <p>12 If we go back to Exhibit 591, going</p> <p>13 back to your summary of facts and opinions --</p> <p>14 A. Okay. Hold on.</p> <p>15 Okay. I'm there.</p> <p>16 Q. -- the -- the second sentence says,</p> <p>17 Ms. White may also testify -- and I'm -- I'm on</p> <p>18 the summary of facts and opinions again on</p> <p>19 page 8.</p> <p>20 A. Okay.</p> <p>21 Q. The second sentence says, Ms. White</p> <p>22 may also testify about CoreCivic's compliance</p> <p>23 with contractual requirements, company standards</p> <p>24 and third-party standards in the area -- areas of</p> <p>25 correctional facility management, oversight,</p>

<p style="text-align: right;">Page 109</p> <p>1 where we did not meet the contractual staffing</p> <p>2 requirements on the day or the time that those</p> <p>3 snapshots were taken.</p> <p>4 Q. Well, do you -- do you have an</p> <p>5 understanding as to whether the deficiencies were</p> <p>6 related to, you know, one specific day every</p> <p>7 month or every three months or whether they were</p> <p>8 more longstanding deficiencies?</p> <p>9 A. Some were certainly more challenging</p> <p>10 than others, but I will tell you that we did meet</p> <p>11 staffing requirements during those time frames as</p> <p>12 well. And there were times where we didn't meet</p> <p>13 it, either because of turnover, because of other</p> <p>14 challenges when it came to ensuring we had those</p> <p>15 staff on board at the time the snapshots were</p> <p>16 taken.</p> <p>17 Q. And those were challenges that --</p> <p>18 that you were directly involved in trying to</p> <p>19 overcome, right?</p> <p>20 A. Along with the operations team, I was</p> <p>21 directly involved, as well as those working for</p> <p>22 me.</p> <p>23 Q. And the challenges in staffing that</p> <p>24 you had at the BOP facilities were at -- at the</p> <p>25 top of your list in terms of dealing with</p>	<p style="text-align: right;">Page 111</p> <p>1 recognized that we were taking definitive and</p> <p>2 appropriate action to try to ameliorate those</p> <p>3 challenges that existed at their locations.</p> <p>4 Q. How do you know that the BOP was as</p> <p>5 concerned as CoreCivic was regarding the failure</p> <p>6 to meet the contractual requirements?</p> <p>7 A. I believe that was reflected in the</p> <p>8 notices of concern. It was certainly reflected</p> <p>9 in conversations that Jeb Beasley and others had</p> <p>10 with members of the Bureau of Prisons, whose</p> <p>11 responsibility it was to -- to monitor that.</p> <p>12 And I also know that in those notices</p> <p>13 of concerns they would raise the staffing as a --</p> <p>14 as the notice of concern.</p> <p>15 Q. Do you recall instances in which the</p> <p>16 BOP expressed frustration that CoreCivic had</p> <p>17 repeatedly promised to fix staffing deficiencies</p> <p>18 and yet repeatedly failed to do so?</p> <p>19 A. I know that the Bureau of Prisons</p> <p>20 understood the challenge because they were facing</p> <p>21 it themselves at certain locations. And while</p> <p>22 they recognized the efforts that we were exerting</p> <p>23 to rectify the problem, I think they got as tired</p> <p>24 as we did having to talk about it.</p> <p>25 But frustration at us, no.</p>
<p style="text-align: right;">Page 110</p> <p>1 staffing challenges more broadly at the company,</p> <p>2 right?</p> <p>3 A. They were among many states that</p> <p>4 experienced the same challenges, five of which</p> <p>5 I've mentioned earlier in my testimony today.</p> <p>6 Q. So is it -- I mean, is it fair to say</p> <p>7 that they were at the top of the list or they</p> <p>8 were just one of many challenges you were dealing</p> <p>9 with?</p> <p>10 A. They were one of many locations that</p> <p>11 were at the top of the list, including those</p> <p>12 other five states I mentioned.</p> <p>13 Q. None of that changes your opinion,</p> <p>14 though, about CCA's compliance with its</p> <p>15 contractual requirements to the BOP with respect</p> <p>16 to staffing?</p> <p>17 A. It does not change my opinion, nor</p> <p>18 the history.</p> <p>19 Q. Do you know what the BOP's opinion</p> <p>20 was regarding CCA's compliance with its staffing</p> <p>21 requirements?</p> <p>22 A. I know the BOP was as concerned as we</p> <p>23 were that when they took the snapshots in time,</p> <p>24 we did not meet the contractual requirements.</p> <p>25 But I also believe that the Bureau of Prisons</p>	<p style="text-align: right;">Page 112</p> <p>1 Understanding what we were facing, absolutely.</p> <p>2 But holding us accountable, that's a part of</p> <p>3 their responsibility.</p> <p>4 Q. And -- and what is that understanding</p> <p>5 based off?</p> <p>6 A. That understanding, as I mentioned,</p> <p>7 is based on what the industry as a whole was</p> <p>8 experiencing; what they experienced individually;</p> <p>9 and what they knew to be true, based on what we</p> <p>10 were telling them in our responses back to them</p> <p>11 were the circumstances that we were facing at</p> <p>12 those locations.</p> <p>13 Q. And is your understanding based on</p> <p>14 any discussions that you personally had with</p> <p>15 anyone at the BOP regarding staffing</p> <p>16 deficiencies?</p> <p>17 A. I don't know that I had direct</p> <p>18 conversations with anyone about our staffing</p> <p>19 challenges, but if I did, it would have been, as</p> <p>20 I said earlier today, as the industry struggle</p> <p>21 with staffing in an effort to share best</p> <p>22 practices and also some of the industry</p> <p>23 challenges that existed in certain locations.</p> <p>24 Q. But you can't recall any specific</p> <p>25 conversations that you had with anyone at the BOP</p>

<p>Page 113</p> <p>1 regarding staffing challenges?</p> <p>2 A. Beyond what I've discussed today, did</p> <p>3 I talk with somebody about the challenges we were</p> <p>4 having at Eden, Cibola or Adams or any other</p> <p>5 place, I did not have specific conversations</p> <p>6 relative to those locations.</p> <p>7 Q. Well, and just to be clear, I know</p> <p>8 you said beyond what I've discussed today, but</p> <p>9 I -- I -- I'm asking specifically if you had any</p> <p>10 specific conversations that you recall with</p> <p>11 anyone at the Bureau of Prisons while you were at</p> <p>12 CoreCivic specifically about CoreCivic's staffing</p> <p>13 challenges.</p> <p>14 A. As I mentioned earlier, I talked to</p> <p>15 Dan Joslin about it because he was -- he and I</p> <p>16 talked about the challenges in medical with</p> <p>17 correctional officers that the BOP was facing,</p> <p>18 that we were facing.</p> <p>19 I talked to Sara Revell about it. I</p> <p>20 mentioned earlier I talked to some wardens who</p> <p>21 were struggling at their local place of</p> <p>22 operations.</p> <p>23 I just recalled one of the ladies I</p> <p>24 talked to was at Aliceville, which is a female</p> <p>25 facility in Alabama. Her first name is Pat. Her</p>	<p>Page 115</p> <p>1 holds a bachelor's degree?</p> <p>2 Q. Yes, please. And you can just read</p> <p>3 it to yourself and just confirm whether or not</p> <p>4 this -- the paragraph is accurate.</p> <p>5 A. I mentioned to the attorneys</p> <p>6 yesterday that I started as the head of HR in</p> <p>7 November of 2013 as the senior vice president of</p> <p>8 HR and then was in place promoted to the EVP of</p> <p>9 HR in 2015. So I was in HR from November 2013</p> <p>10 through May of 2019.</p> <p>11 That's the only little distinction I</p> <p>12 see that I'd like to bring to your attention.</p> <p>13 Q. Okay. So in that respect, it's just</p> <p>14 slightly incomplete; is that right?</p> <p>15 A. Well, it's mentioned as you go</p> <p>16 further into the paragraph, so it's more out of</p> <p>17 sequence than it is incomplete.</p> <p>18 Q. Okay. I guess it also doesn't</p> <p>19 mention that you're currently employed by</p> <p>20 CoreCivic either, right?</p> <p>21 A. Let me see.</p> <p>22 No, it does not reflect my special</p> <p>23 advisor role.</p> <p>24 Q. Okay. And is that -- that's the</p> <p>25 official title of your current role, special</p>
<p>Page 114</p> <p>1 last name is escaping me right now. But she was</p> <p>2 having challenges trying to get women to work at</p> <p>3 that facility since it was an all-female</p> <p>4 facility.</p> <p>5 So there were conversations, as I</p> <p>6 testified to earlier, that we had specific to</p> <p>7 staffing challenges.</p> <p>8 Q. But those were staffing challenges in</p> <p>9 general that the -- the BOP or those specific</p> <p>10 wardens were facing, or at least some of them.</p> <p>11 And I just want to be clear, did -- did you have</p> <p>12 conversations with anyone at the BOP specifically</p> <p>13 about the BOP's concern, or lack thereof, with</p> <p>14 respect to CoreCivic's staffing deficiencies?</p> <p>15 A. No, I did not.</p> <p>16 Q. Okay. If you'd turn to page 7 of</p> <p>17 Exhibit 591.</p> <p>18 A. Okay.</p> <p>19 Q. There's a -- under Kim White there's</p> <p>20 a section that kind of has a bit of your kind of</p> <p>21 biography and it goes onto the top of page 8.</p> <p>22 Would -- would you just read that</p> <p>23 and -- and -- and confirm whether that's -- all</p> <p>24 of that is accurate?</p> <p>25 A. Do you want me to start at Ms. White</p>	<p>Page 116</p> <p>1 advisor?</p> <p>2 A. Special advisor to the CEO. That is</p> <p>3 the current title.</p> <p>4 Q. Do you -- do you know if there are</p> <p>5 other special advisors to the CEO aside from you?</p> <p>6 A. Yes, one of -- one of the</p> <p>7 individuals -- and I can't believe I've forgot</p> <p>8 his name -- is one of the founders of the</p> <p>9 company. Oh, goodness. This is embarrassing.</p> <p>10 Q. Is it a Beasley?</p> <p>11 A. No. He -- he is Jeb Beasley's</p> <p>12 father. It's the other gentleman who had been</p> <p>13 with the Alabama Department of Corrections.</p> <p>14 Q. Is it Krantz?</p> <p>15 A. No. No, no, no. Krantz left.</p> <p>16 Q. Hutto?</p> <p>17 A. Don Hutto. Thank you for that. And</p> <p>18 please don't tell him I forgot his last name.</p> <p>19 Q. We'll mark this part.</p> <p>20 A. But, yes, Don Hutto is a special</p> <p>21 advisor.</p> <p>22 Q. Any other --</p> <p>23 A. There have -- there have been others,</p> <p>24 but -- I don't know what title Mike Nalley has,</p> <p>25 but Mike, I believe, does part-time work for the</p>